
01 Sustainability Commitment

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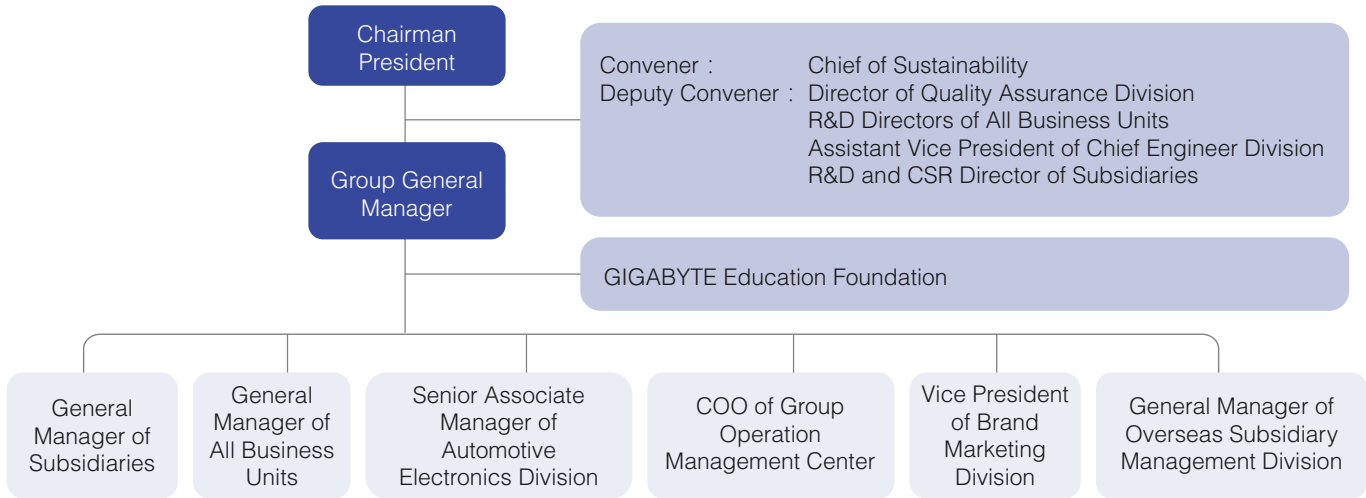


1.1 Sustainability Governance

The "GIGABYTE Green Sustainable Development Committee" is the top decision-making and implementation committee for sustainable development matters at GIGABYTE. It is chaired by Chairman Dandy Yeh, with the Chief Sustainability Officer serving as convener. Heads of business groups, subsidiaries, and relevant departments, along with personnel responsible, participate in the committee meetings. Meetings are held every 1–2 months, during which representatives from various organizations report on sustainability, environmental, or product regulations and trends, while simultaneously proposing corporate strategies to promptly address international developments.

The conclusions and communication items from each meeting are regularly reported to the President's Office and Board members via the GIGABYTE central meetings. At least once a year, the Board is briefed on the current year's sustainability performance and the implementation plan for the following year. The Board reviews and evaluates the feasibility of these strategies, review strategic progress, and, if necessary, requests the Committee to make adjustments. This ensures that Corporate Governance policies are closely aligned with sustainability trends, enabling GIGABYTE to consistently lead the way in corporate sustainability.

GIGABYTE Green Sustainable Development Committee



2025 Committee Focus Areas

In 2025, the Committee convened 10 meetings and discussed 8 major critical events. In addition to routine tracking and review of regulations, the heads of each BU also report on important policies and reforms related to sustainability, as well as performance and accomplishments of sustainability projects. This ensures that GIGABYTE can respond in advance to the domestic and international sustainability trends to adjust strategies and directions in a timely manner.

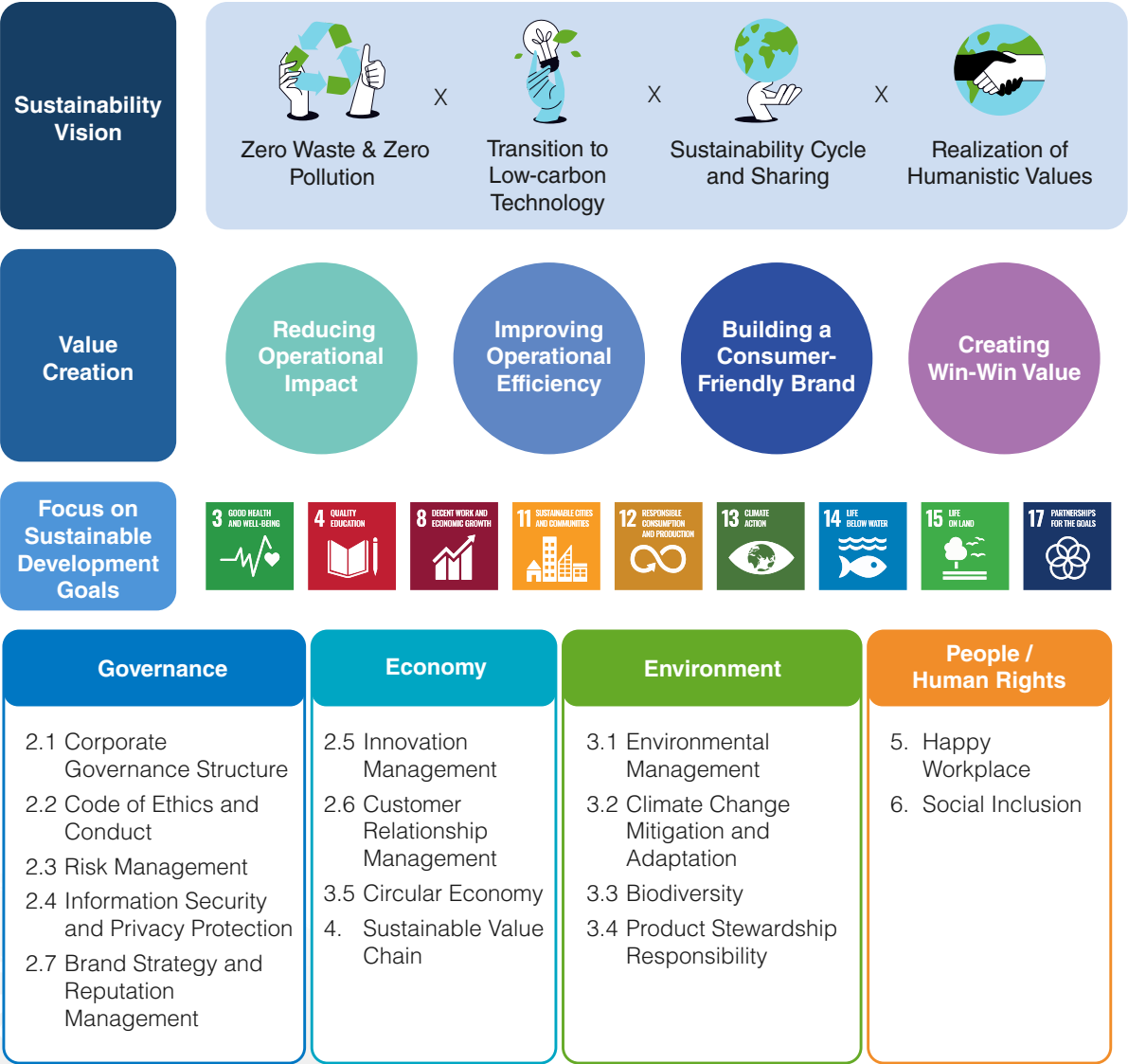
Focus Areas	Committee Discussion and Oversight Agenda (Critical Incidents)	Development and Implementation of Internal Measures
Climate Change	Progress on Group GHG Inventory	Emissions Hotspots and Carbon Reduction Pathway Planning
Supply Chain Management	EU Corporate Due Diligence Directive (CSDDD)	Conducting Group CSDDD Training
	Supplier Risk Management Report	Providing analytical information to procurement-related units for tracking and management
Product Stewardship Responsibility	Green Product Development Trends	Promoting the Setting of Product Sustainability Goals and Inventory Checks
	Management of Hazardous Substances	Revise the Group's hazardous substance management policy in response to revisions in regulations regarding banned substances in markets such as the EU and the U.S.
	Packaging Reduction Plan	Reviewing the current status and proposing potential future directions for reduction
Sustainable Development	Updates on Environmental Regulations and Current Sustainability Trends	Identify potentially affected businesses/products and propose management recommendations
	Implementation of IFRS Sustainability Disclosure Standards	Establish a cross-functional task force to promote cross-departmental sustainability governance mechanisms

1.2 Sustainability Goals and Strategies

GIGABYTE operates sustainably under the corporate mission of "Upgrade Your Life," striving to improve the well-being of humanity through technology. While continuing to deepen its market presence and create growth momentum, GIGABYTE also deeply recognizes that sustainable development has long been a key core of corporate operations. To strengthen our Corporate Governance framework, we have integrated our operational strategies with stakeholder concerns. Through systematic assessment and materiality analysis, we have identified four key sustainability visions to serve as the foundation for driving long-term corporate value and sustainable operations: Zero Waste & Zero Pollution, Transition to Low-carbon Technology, Sustainability Cycle and Sharing, and Realization of Humanistic Values. These serve as our long-term sustainability goals, and we have further outlined the expected value creation: reducing operational impact, improving operational efficiency, building a consumer-friendly brand, and creating win-win value. We have formulated four strategic pillars that address both economic value and sustainability, thereby creating a comprehensive blueprint for sustainable development.

In 2015, the United Nations established 17 Sustainable Development Goals, setting a clear vision for sustainability for governments, businesses, nonprofit organizations, and individuals. We adopted the methodology provided by SDG Compass to identify six priority response goals that align closely with our core competencies, as well as three voluntary response goals. We have integrated the core spirit of each goal into the overarching vision of our strategy map and adjusted our implementation strategies to ensure that every sustainability initiative aligns with global benchmarks (for more details on the response goals, please visit the [GIGABYTE Sustainability Website](#)).

Through the regular compilation and publication of sustainability reports, GIGABYTE systematically reviews the effectiveness of its operational strategies and evaluates the extent to which each sustainability initiative contributes to the company's sustainability vision. The report's structure is designed based on the company's overall operational strategy, aligning item by item with the core directions outlined in the sustainability strategy map. It fully discloses relevant management actions and performance metrics, striving to provide stakeholders with information that is transparent, accurate, and comparable.





Sustainability Strategy in Practice—Green Action Plan

To realize its four sustainability visions, GIGABYTE has, since 2009, adopted "Starting from the Heart" as its core philosophy and launched the "Green Action Plan." This initiative implements sustainability strategies across four key dimensions—governance, economy, environment, and people/human rights—while establishing a phased timeline of objectives. By establishing guidelines and policy commitments, GIGABYTE has built a framework for sustainable governance while promoting diverse projects to fulfill its corporate mission of "Upgrade Your Life" and generate sustainability influence.

		2009–2015 Green Action Plan	2016–2018 Green Action Plan 2.0 Phase 1	2019–2021 Green Action Plan 2.0 Phase 2	2022– Green Action Plan 2.0 Phase 3	Long-Term Target
 Zero Waste & Zero Pollution	Environmental Impact from Operation	Inventory the total water consumption and waste generated at operational sites	- Launched the "333 Reduction Plan" in 2015, aiming for a 3% annual reduction in water and waste - Implemented a plastic reduction initiative at the staff canteen of the Headquarters	Launched a packaging reduction initiative to minimize the use of disposable materials	- By 2025, water consumption was reduced by 32.54% compared to the 2010 baseline year; water consumption per million in revenue was reduced by 91.56% compared to the 2010 baseline year - By 2025, total waste generated increased by 18.98% compared to the 2010 baseline due to operational growth; however, waste generated per million in revenue decreased by 85.11 % compared to the baseline - In 2025, the recycling rate for packaging materials will be 88.16 %	- By 2030, reduce water use by 20% and waste by 50% compared to 2010 - Eliminate single-use packaging starting in 2030
	Environmental Impact from Products	Enforced GIGABYTE Guidelines for the Management of Harmful Chemical Substances Requirements (HCSR).	Issued product environmental reports to disclose products' impacts on climate change, PM2.5, and land/water acidification through their life cycles	- Incorporate new requirements from international chemical regulations and updated HCSR. - Updated the product environmental report in 2020 to incorporate management activities from each stage of the product life cycle; coefficient version updated in 2021 with data from the latest databases and product carbon footprint provided by suppliers	- Revise HCSR Version 5.0 in 2025 to update international chemical regulatory requirements and add a dedicated chapter on sustainable development - A total of 117 Product Environmental Reports has been published	- Products contain no hazardous substances; reduce environmental and human health impacts - Discloses environmental impacts across the entire product life cycle; environmental reports for mainstream products are published promptly
	Thousand Mile Trek – Go Green Taiwan	Founded the GIGABYTE Go Green Club and launched the Thousand Mile Trek – Go Green Taiwan project	Organized 5-6 trips every year so that the employees could attach importance to environmental protection	- Expanded social influence by partnering with youths from universities on environmental protection initiatives - Invited retired employees back to the environmental services	2025: "Go Green Taiwan – Thousand-Mile Trek 2.0 Island-Hopping Project" heads to Kinmen, removing 1,740 kilograms of marine debris	Continuing to promote marine conservation initiatives and the importance of "reducing waste at the source" and "proper waste disposal"
 Transition to Low-carbon Technology	Climate Governance	Participated in the CDP requested by customers and responded to the climate change questionnaire	Responded to the supply chain module of CDP and was scored B (Management Level) between 2016 and 2018	- Introducing the TCFD disclosure framework, referring to the SBTi setting guidelines, aligning with international carbon reduction pathways, and improving climate strategies and risk management - Continue to participate in CDP and improve carbon management based on annual scores, and obtain A- (Leadership Level) twice from 2019 to 2021	2025 CDP Climate Change: B (Management Level); Water Security: B (Management Level); Supplier Engagement: A (Leadership Level)	The company's has referred to the Science-Based Targets (SBT) methodology to set carbon reduction targets
	GHG Inventory and Reduction	Initiated GHG inventory and obtained third-party verification	- Drew up the 333 Reduction Plan in 2015 to cut carbon emissions by 3% every year - Reached the emission target ahead of schedule in 2017, so reset a new target of reducing 50% of emissions by 2030 compared to the base year 2009	- Bringing forward the carbon reduction process by 5 years by 2020, committing to reduce carbon emissions by 50% by 2025 compared to 2009 - Expand the scope of investigation to 11 indirect greenhouse gas emissions	- Achieved a 50% reduction in carbon emissions compared to the 2009 baseline by 2025 (achieved ahead of schedule in 2024) and updated the baseline year to 2020 - In 2025, Scope 1 and 2 emissions increased by 3.19% year-over-year due to operational expansion but decreased by 15.67% compared to the baseline year 2020. Carbon emissions per million in revenue decreased by 18.80% year-over-year and by 78.83% compared to the baseline year	With the base year updated to 2020, we have set medium- to long-term targets to reduce Scope 1 and 2 emissions by 42% by 2030 and 63% by 2035
	Sustainability Fund			In 2019, a six-year "Sustainability Fund" was launched, with annual energy savings as the source of funds. The fund is divided into three major areas: factory energy saving and reduction, low-carbon products, and green projects	- The 2016–2025 Sustainability Fund 1.0 program accumulated 412 proposals - The Sustainability Fund has entered Phase 2.0, launching product carbon reduction initiatives	Strengthening internal innovation capabilities to drive the Transition to Low-carbon Technology and improve the company's environmental performance



		2009–2015 Green Action Plan	2016–2018 Green Action Plan 2.0 Phase 1	2019–2021 Green Action Plan 2.0 Phase 2	2022– Green Action Plan 2.0 Phase 3	Long-Term Target
 Sustainability Cycle and Sharing	Circular Economy	- Improve after-sales service and repair yield, and extend product life cycle - Set up recycling points in various countries, consumers can arrange a time for collection by phone - Promote the "No Brand Restriction Recycling Plan" at all service locations in Taiwan - Established "Bestyfield International" in 2018 to promote reverse logistics integration services		- Launch Product-as-a-Service (PaaS) to ensure 100% product take-back - Introduced resale of refurbished products and developed the out-of-season market - Launched the Refurbished Product Certification and manufacturer warranty to enhance consumers' trust in the second-hand market and activated transactions - Bestyfield International obtained BS 8001 Circular Economy certification	- Facilitate the recycling of 1,274.06 metric tons of electronic waste by 2025 - In 2025, Bestyfield International conducted a total of 20 B2B and B2C circular economy awareness campaigns	- Continuously improving e-waste collection and recycling rates - Enhance Supply Chain Environmental and Social Impact Management capabilities to support the development of environmental impact assessments and circular systems
	Sustainable Supply Chain	- Created a green cloud platform to lay the foundations for sustainable supply chain management - Implemented 4 zero-tolerance guidelines for suppliers to enforce labor human rights protection	- Initiated the "Reduction. Sharing. Love the Earth Alliance" to encourage supplier partners to value and practice sustainable development - Held supplier conferences to share sustainability trends and strengthen links beyond business relations	- Continue to promote the Alliance and track the reduction performance of Alliance partners; host supplier conferences to share international trends and sustainability information - A new tiered supplier management system was activated in 2021 to incorporate ESG assessment into procurement decisions	- In 2025, a total of 74 suppliers provided data on carbon, water, and waste, along with details on their reduction efforts - In 2025, 90 suppliers and 121 partners participated in the Supplier Conference and training sessions	- Implement a supplier tiering management system and integrate sustainability assessments into the procurement evaluation process - Fully integrating sustainability awareness into corporate culture and work processes
	Enhancing Employees Sustainability Awareness	- Regularly host celebrity lectures to enhance employees' awareness of sustainable development - Promote "work vacations" that engage employees in service and environmental education, fostering greater care for the environment - Publish informative articles in line with international environmental days to encourage employees to take actions.		- Launched the "The Ocean is Our Home" program by adopting Dayuan Beach in Taoyuan and committing to the long-term protection of the ocean - Hosted annual flea market to mobilize employees, local community, and charities on circular reuse of materials	- In 2025, published 15 articles in the "Sustainability Initiatives" and "Sustainability Classroom" series, with a total of 1,781 interactions - In 2025, a total of 142 sustainability-related training sessions were conducted, with a cumulative total of 1,911 participants - In 2025, sustainability activities saw 2,956 volunteer participation instances, contributing a total of 8,698.5 hours	Through diverse collaborative initiatives, we will lead supply chain partners in giving balanced attention to sustainability issues
 Realization of Humanistic Values	Happy Workplace	Set up software and hardware services, provide benefits and stipends, subsidized employee clubs, and emphasized the balanced development of employees' work, family, and life	- Obtained the Ministry of Sports' "Sports-Friendly Enterprise" certification to promote healthy eating and regular exercise - Implementing health checkups that exceed regulatory requirements and gradually tracking the health status of those who have not undergone checkups	- Implementing a tiered health risk management system for employees and providing medical expense subsidies for those in the highest-risk category - Conducting disaster preparedness drills and improving the work environment - Increase welfare points, maternity benefits, and distribute pandemic prevention allowances - Enhanced the functionality of the Employee Assistance Program (EAP)	- Foster a healthy corporate culture by participating in the New Taipei City Government's "Itinerant Exercise Guidance Program," hosting a series of 7 classes with a total of 184 participants - Creating a family-friendly workplace environment; in 2025, we introduced a "Pregnancy Care Kit" for expectant employees and expanded the GIGA-baby Gift Pack" of baby supplies to include new fathers	
	Digital Inclusion and Equitable Society	Promote science and technology education projects to cultivate students' interest in computers and practical experience	- Obtained Sporting Enterprise Certification by the Sport Administration and promoted healthy diets and regular exercise - Implemented health exams that exceeded statutory requirements and progressively enforced tracking of the employees	- Launched the "Computer Doctor" course from a circular economy perspective - Launch the "Fun Play with IoT Summer Camp" that trains children's problem-solving skills	- Total participation in technology education programs reached 5,743 people in 2025 - The G-Design Competition has been held for 22 consecutive years from 2003 to 2025, accumulating 10,734 entries over the years and fostering tech talent	- Listen intently to employees' needs to build a truly inclusive and equitable happy workplace - Use corporate philanthropy as the basis for enlarging digital inclusion and youth empowerment - Serve as the advocate and practitioner of sustainable eco-roof philosophy to promote urban habitability and ecological inclusion
	Tree Planting x Community Ecological Education		Partnered with the Plant-for-the-Planet Foundation committed to planting 75,000 trees, hold 5 climate academies in Taiwan, supported the cultivation of climate justice ambassadors in developing countries	- Adopted afforestation lands in Pinglin and mobilized employees, supplier partners, and customers to plant trees - Hosted climate academies in Taiwan and cultivated climate justice ambassadors and volunteers - Implemented sustainability and climate education courses for elementary schools	Promoted voluntary tree-planting initiatives; in 2025, continued our partnership with the Plant-for-the-Planet Foundation to plant 12,500 trees and purchase 2,500 metric tons of carbon credits, bringing the cumulative total to over 120,000 trees. Additionally, we donated €6,250 to support the training of Climate Justice Ambassadors	Implement climate education to cultivate climate citizenship among the next generation
	G-HOME GIGABYTE Eco-Rooftop	Construction of the G-HOME GIGABYTE Eco- Rooftop	- Introduced Social Return on Investment (SROI) tool to quantify the benefits - Obtained Environmental Education Facility and Field Certification and offered 2 environmental education courses	Conduct environmental education activities engaging industry, government, and academia to promote roof greening	The environmental education facility certification for the G-HOME GIGABYTE Eco- Rooftop expires in June 2022; dedicated staff have continued to maintain the ecological sustainability of the roof	

1.3 Material Topic Analysis

GIGABYTE conducts an annual material topic analysis to update sustainability topics based on international sustainability standards and trends, business goals, and the materiality of benchmark companies and industry peers. At the same time, a "double materiality" analysis is employed, with the scope covering the disclosure boundaries of this report and the boundaries. This involves surveying stakeholders' level of concern regarding sustainability issues and analyzing the impact of these issues on operations and sustainable development. Finally, 14 material topics are prioritized and selected, and related information is disclosed as a priority in the sustainability report. Sustainability goals are defined based on this information and internal key performance indicators (KPIs) are reviewed to communicate changes in the GIGABYTE sustainability policy and practical progress made on long-term goals.

Material Topic Assessment Process

Identification Results



1. Identification

- (1) Identification of Key Stakeholders: Referencing the AA1000 SES Stakeholder Engagement Standard, the Sustainable Development Office's internal task force identified GIGABYTE's seven key stakeholder groups. We conducted surveys and analyses of their concerns and planned appropriate communication methods to respond to stakeholder needs more effectively and promptly.
- (2) Identification of Sustainability Issues: Based on the nature of operations of the Group's subsidiaries and sub-subsidiaries, international sustainability guidelines and standards (GRI Guidelines, SASB Standards, ISO 26000), sustainability ratings (MSCI, S&P, FTSE Russell, CDP, etc.), regulatory requirements, current trends, corporate vision, goals, and codes of conduct, as well as stakeholder engagement, to focus on GIGABYTE's sustainability issues.

The seven key stakeholders include employees, investors, customers, suppliers, communities/non-profit organizations/schools, government, and the media.

Identified 22 sustainability issues for GIGABYTE: 7 in the Governance/Economic category, 8 in the Environmental category, and 7 in the People/Human Rights category.



2. Investigation

- (1) Degree of Stakeholder Concern: A questionnaire survey was conducted to investigate the degree of concern regarding sustainability issues among seven major categories of stakeholders.
- (2) Business Impact: An internal task force within the Sustainable Development Office, along with managers at the director level and above, assessed the impact of sustainability issues on four business factors: product and brand strategy, brand image, regulatory sensitivity, and revenue growth.
- (3) Sustainable development Impacts: An internal task force within the Sustainable Development Office assesses the positive and negative impacts of sustainability issues on the economy, the environment, and people/human rights, using the "OECD Well-being" and "GIIN IRIS+" impact indicators as references. The significance of each issue's impact is analyzed based on "severity of impact" and "likelihood of occurrence."

745 valid stakeholder questionnaires

26 senior executives and the internal team of the Sustainable Development Office assessed the operational impacts

An internal task force of the Sustainable Development Office assesses sustainability impacts



3. Analysis and Confirmation of Material Topics

- (1) Compile the results of internal and external surveys to identify issues with significant impacts, construct a materiality matrix, and consider the connection between the issues and GIGABYTE. Finally, select the annual material sustainability issues and prioritize the disclosure of relevant information.
- (2) Impact Factors and Risk/Opportunity Analysis: Based on the identified material topics, and by comprehensively referencing MSCI, S&P, FTSE Russell, Sustainalytics, CDP, and others, further assess the risk and opportunity impact factors of material issues.

14 material topics were identified



4. Review of Disclosure

The 14 identified sustainability topics were corresponded to 16 topic standards in the GRI Standard, thereby defining the scope of information disclosure for GIGABYTE's value chain as the basis for reporting.

16 GRI Specific Topic Standards



5. Formulation of Sustainability Targets

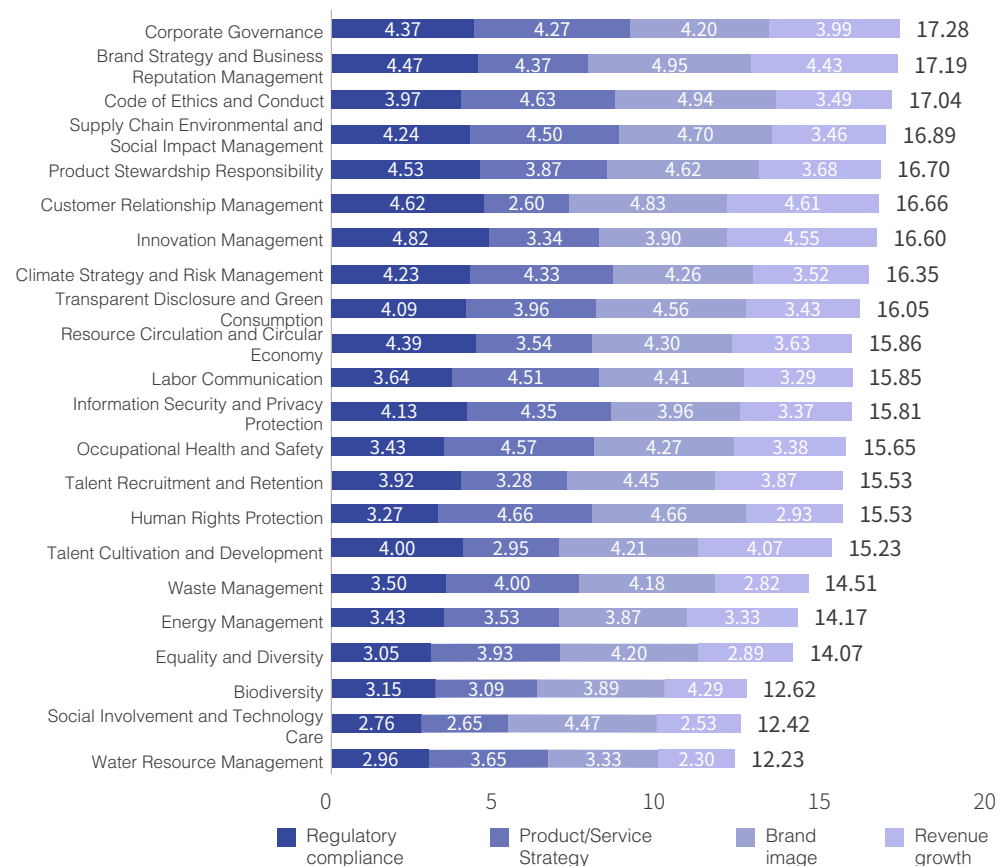
To ensure that GIGABYTE's various sustainability initiatives meet stakeholder expectations, we have established sustainability targets based on the material topics, which also serve as benchmarks for internal performance evaluation.

Establish and disclose management policies and targets for material topics, and review implementation status and target achievement

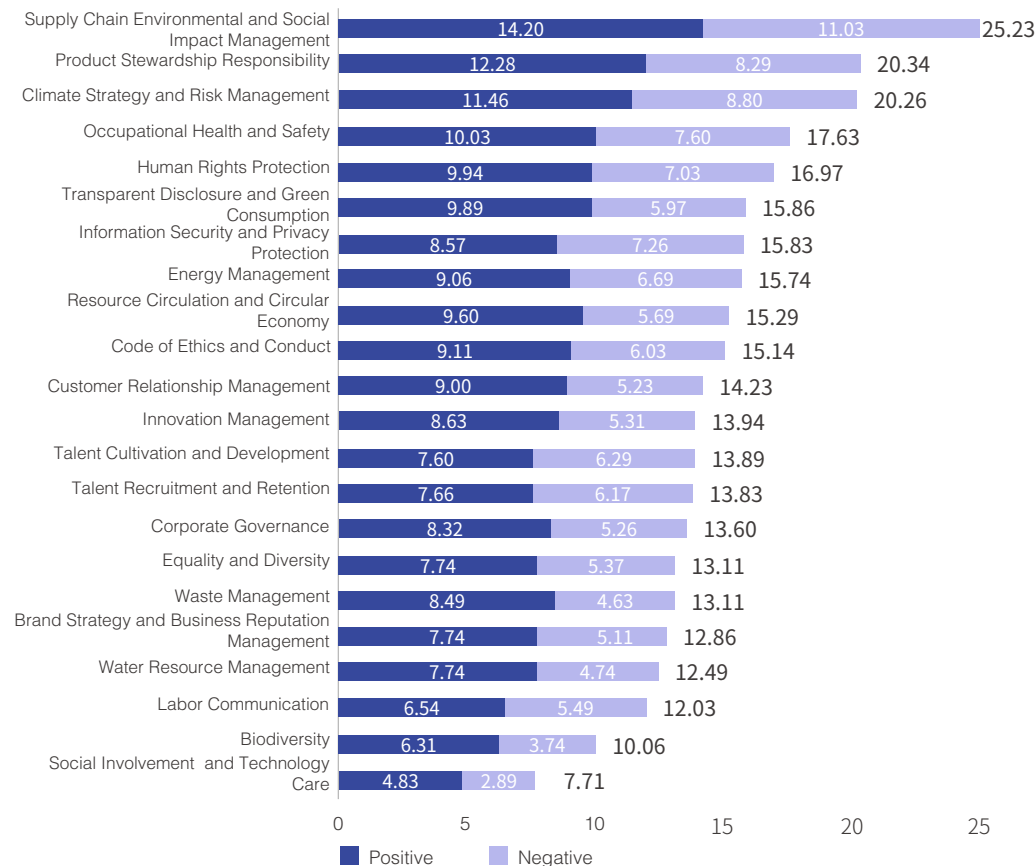
1.3.1 Sustainability Issue Impact Assessment

GIGABYTE assesses the impact of various sustainability issues on the company's operations and further references the "OECD Well-being and GIIN IRIS+" impact indicators to evaluate the impact of these issues on the sustainability of the value chain (including supply chain, customers, environment, people/human rights). Governance-related indicators include: trust, property damage, favorability/satisfaction, and potential changes in market competitiveness; Environmental indicators include property damage and carbon costs; People/Human Rights indicators include turnover rate, job satisfaction, health impacts, and community relations. The results of the double materiality analysis serve as a reference for implementing various management measures.

Impact on GIGABYTE's Operations (corresponding to the matrix X-axis)



Impact of GIGABYTE's Operational Activities and Value Chain on Sustainability (corresponding to the Y-axis of the matrix)



Note: Sustainability impacts are measured by the indicators from the "OECD Well-being" and "GIIN IRIS+" frameworks

* Governance: Trust, Property Loss, Favorability/Satisfaction, Market Competitiveness

* Environment: Property damage, carbon costs

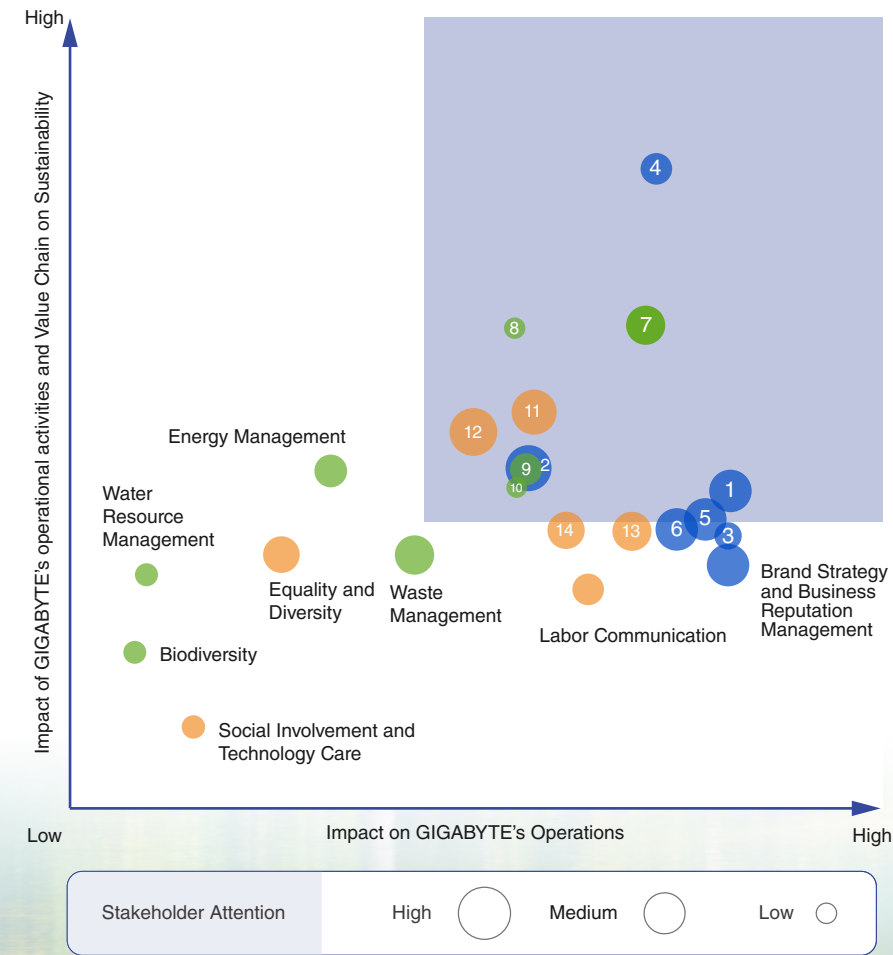
* People/Human Rights : Turnover Rate, Job Satisfaction, Health Losses, Neighborhood Relations



1.3.2 Results of Material Topic Analysis

Through a two-step materiality analysis, GIGABYTE identified a total of 14 material topics for 2025 and created a materiality matrix. The final set of identified material topics was then reviewed and ranked based on stakeholder concern, operational impact, and sustainability impact. If the relative scores for both operational impact and sustainability impact assessments are greater than or equal to the first quartile, the topic is included as a material topic in the annual materiality matrix.

GIGABYTE 2025 Material Topic Matrix



GIGABYTE 2025 Material Topic

Corporate Governance	Stakeholder Attention	Impact on GIGABYTE's Operations	Impact of GIGABYTE's operational activities and Value Chain on Sustainability	Rank
Governance				
1 Code of Ethics and Conduct	●●●●	●●●	●●●	6
2 Information Security and Privacy Protection	●●●●	●●●	●●●	8
3 Corporate Governance	●●	●●●	●●	12
Economy				
4 Supply Chain Environmental and Social Impact Management	●●	●●●	●●●●	1
5 Customer Relationship Management	●●●	●●	●●●	9
6 Innovation Management	●●●●	●●●	●●	11
Environmental Sustainability				
7 Product Stewardship Responsibility	●●●	●●●	●●●●	2
8 Climate Strategy and Risk Management	●	●●	●●●●	3
9 Transparent Disclosure and Green Consumption	●●	●●●●	●●	7
10 Resource Circulation and Circular Economy	●	●●	●●●	10
People/Human Rights				
11 Occupational Health and Safety	●●●●	●●●	●●●●	4
12 Human Rights Protection	●●●●	●●	●●●●	5
13 Talent Recruitment and Retention	●●●	●●●	●●	14
14 Talent Cultivation and Development	●●●	●●●	●●	15



Explanation of Material Topic Changes

Material topic	Materiality Ranking			Change Description
	2024	2025	Change	
Human Rights Protection	-	5	▲ / +	New sustainability topic was added in 2025; labor and human rights regulations have become stricter in recent years, and human rights management in supply chains has gained significant attention
Transparent Disclosure and Green Consumption	14	7	▲ / +	Green product regulations in Europe and the U.S. have become stricter, strengthening requirements for product labeling
Information Security and Privacy Protection	13	8	▲ / +	The EU has implemented the Cyber Resilience Act, and new types of cyberattacks continue to evolve
Resource Circulation and Circular Economy	15	10	▲ / +	In response to the 2050 net-zero emissions target, the EU proposed a draft "Circular Economy Act" in 2025, and Taiwan's Ministry of the Environment also released its first draft "2050 Circular Economy Roadmap." The circular economy has become a topic of significant discussion and attention
Energy Management	3	13	▼ / -	In response to the evolving depth of climate governance, "Energy Management" was separated from the original "GHG and Energy Management" category in 2025. Given that the Group has long been committed to energy conservation strategies and has established a mature energy management system with a track record of emission reductions, the materiality ranking has been adjusted
Brand Strategy and Business Reputation Management	4	16	▼ / -	Currently has no significant impact on sustainable development

Note: ▲ Up ▼ Down +New -Removed



1.3.3 Management of Material Topics

GIGABYTE focuses on managing the ESG impacts of its own operations and value chain activities, using this as a key basis for driving corporate sustainability strategies and actions to continuously strengthen the company's long-term value and resilience. To ensure the effectiveness of management measures, we conduct preliminary impact assessments specifically for the top three issues ranked by sustainability impact and materiality. We examine the impact of these issues on stakeholders, as well as current management mechanisms and improvement outcomes, to continuously optimize relevant strategies for risk mitigation and long-term value creation, ensuring the company remains competitive amid sustainability trends.

Material Topic Management

Material topic	Value Chain Impact Boundary			Operations Impact Aspects	Impact Aspect and Impact Description	GRI Topic Standards	SASB Topics	Disclosure Section
	Upstream Supply Chain	Company Operations	Downstream Products & Services					
Corporate Governance	△	▲		G	⊕ Stable Governance and Performance, Strengthening Trust and Reputation for Integrity ⊖ Impact on Operational Performance	Customize Material Topics		Chapter 2: Corporate Governance
Code of Ethics and Conduct	△	▲	▲	G	⊕ Reducing Operational Risks and Penalties ⊖ Operational risks such as legal violations and penalties	GRI205-3 GRI206-1 GRI415-1		2.2 Code of Ethics and Conduct
Supply Chain Environmental and Social Impact Management	▲	▲	△	E/S	⊕ Reduce the risk of supply chain non-compliance, ensure supply stability, and enhance supply chain resilience ⊖ Supply chain disruptions increase product costs; supply chain operations have negative impacts on environmental and human rights issues	GRI204-1 GRI308-1 · 308-2 GRI414-1 · 414-2	Supply Chain Management Material Procurement	Chapter 4: Sustainable Value Chain
Innovation Management		▲	△	G	⊕ Technological and Product Innovation: Creating New Business Opportunities ⊖ Intellectual property infringement or litigation	Customize Material Topics		2.5 Innovation Management
Information Security and Privacy Protection		▲	△	G/S	⊕ Robust information security mechanisms to maintain customer trust ⊖ Leakage of customer or R&D-related information	GRI418-1		2.4 Information Security and Privacy Protection
Customer Relationship Management		▲	▲	S	⊕ Build customer trust and enhance brand loyalty ⊖ Loss of customer orders			2.6 Customer Relationship Management
Climate Strategy and Risk Management	△	▲	△	E	⊕ Reducing GHG emissions from operations and products (e.g., by using renewable energy) can lower the burden of carbon border taxes or carbon fees ⊖ Failure to manage climate change risks may lead to operational disruptions or increased carbon costs	GRI302-1 · 302-3 · 302-4 GRI305-1~305-5 · 305-7		3.2 Climate Change Mitigation and Adaptation
Product Stewardship Responsibility	▲	▲	△	E/S	⊕ Ensure product safety and sustainability, and develop business opportunities for green products ⊖ Failure to meet customer or regulatory requirements may result in lost business opportunities or negative impacts on the environment and health, potentially leading to penalties	GRI416-1 · 416-2 GRI417-1 · 417-2	Product Life Cycle Management	3.4 Product Stewardship Responsibility
Transparent Disclosure and Green Consumption		▲	▲	E/S	⊕ Enhance consumer trust in the product ⊖ Non-compliant labeling may result in a risk of sales prohibition			3.4 Product Stewardship Responsibility
Resource Circulation and Circular Economy	▲	▲	▲	E	⊕ Using recycled materials to improve resource efficiency and expand the circular services market ⊖ Failure to increase the proportion of recycled materials in products may expose the company to risks of soaring costs or shortages of virgin materials	GRI301-1~301-3		3.4 Product Stewardship Responsibility
Human Rights Protection	△	▲		G/S	⊕ Safeguarding employees' basic rights, promoting workplace inclusion, and reducing human rights violations ⊖ Increased management costs, which may result in a negative corporate image	GRI405-1 · 405-2 GRI407-1		5.1 Human Rights Protection
Talent Recruitment and Retention		▲		S	⊕ Recruit excellent talent, reduce turnover, and enhance competitiveness and operational stability ⊖ Talent drains and the risk of labor shortages	GRI401-1~401-3		5.2 Talent Management
Talent Cultivation and Development		▲		S	⊕ Opportunities for talent growth to enhance corporate competitiveness and innovation ⊖ Insufficient talent skills, leading to a decline in corporate competitiveness and innovation	GRI404-1~404-3		5.2 Talent Management
Occupational Health and Safety	△	▲		S	⊕ Healthy and Safe Workplace ⊖ Occupational accidents or occupational diseases, and potential penalties	GRI403-1~403-10 GRI410-1		5.3 Occupational Health and Safety

Value Chain Impacts Boundary: ▲ Direct Impact △ Indirect Impact

Material impacts: ⊕ Positive actual impacts ⊕ Positive potential impacts ⊖ Negative actual impacts ⊖ Negative potential impacts

Operational Impact Aspects: E represents Environmental, S represents People/Human Rights, G represents Governance



Impact Assessment of the Top Three Material Topics

Material topic	Impact Occurrence Stage			Sustainability Impact	Impact Description	Management Actions	Management Outcomes	Impact Assessment
	Upstream	Operations	Product					
Supply Chain Environmental and Social Impact Management	V	V		Environment	+ Reduce the impact of supply chain activities on environment - Natural resource consumption and waste generation	Launched the "333 Reduction Plan" initiative and engaged with suppliers	A total of 174 suppliers has participated since 2016	• 77% have met their carbon reduction targets • 62% have set water reduction targets • 58% have set waste reduction targets
						Negotiated and signed long-term supply agreement with suppliers (Sustainability Compliance Declaration)	A total of 285 suppliers has signed long-term supply contracts	Suppliers with long-term supply agreements may be included in the priority procurement reference list; by 2025, their share of total procurement value reached 14%
				Social Non-employee workers	+ Prevent human rights violations caused by supply chain activities - Violations of fundamental labor rights	Occupational Health and Safety Management for Non-Employee Workers	A total of 106 non-employee positions (including temporary staffing, contract work, and internships) resulted in 1 occupational injury and 0 occupational disease incidents	• Provided employment opportunities for 106 non-employee workers; calculated based on the statutory minimum wage, this generated an economic value of TWD\$15.78 million for the labor market • For employees involved in occupational injury incidents, insurance coverage and post-incident medical care were provided, while education, training, and awareness campaigns were strengthened. For detailed information, please refer to 5.3.1 Environmental Safety and Health
						Implementation of Conflict Minerals Due Diligence	• 99.37% (CMRT) and 97.23% (EMRT) of smelters partnered with key suppliers comply with RMI standards. • 285 suppliers signed the Conflict Minerals Sustainability Compliance Declaration	Procurement from key suppliers accounts for over 99% of total spending, ensuring compliance in component production while generating economic value
Product Stewardship Responsibility	V	V	V	Environment	+ Reducing Dependence on Natural Resources - Consumption of natural resources and waste generation have an environmental impact	Promoting green product management Developing a circular economy business model	Used 3.74 metric tons of recycled metal Promoted the recycling of 1,274.06 kg of electronic waste	• Overall product recyclability rate of 94.78% • Overall recyclability of packaging materials reached 88.16 % Carbon Reduction from E-Waste Recycling: approximately 165.63 metric tons
				Consumers / Customers	+ Providing safe products - Products that do not comply with hazardous substance regulations may endanger consumer health	Implementing hazardous substance management mechanisms	A total of 798 due diligence sampling tests for hazardous substances were conducted (including components and finished products)	100% pass rate for due diligence sampling tests of hazardous substances
Climate Strategy and Risk Management	V	V	V	Environment	+ Promoting operational resource management and resilience - Supply chain or operational disruptions caused by extreme weather events, as well as increased carbon costs and management expenses	Implement carbon reduction strategies	Implemented 13 energy-saving initiatives, with environmental protection expenditures exceeding TWD\$45 million	Compared to pre-improvement energy usage, electricity savings reached 1,036,237 kWh, equivalent to a carbon reduction of approximately 474.41 metric tons
					+ Enhancing Resource Efficiency - Declining value of ecosystem services and rising costs of natural resources	In collaboration with the German Plant-for-the-Planet Foundation, launched the "Tree Planting x Carbon Offset" initiative	12,500 trees planted in 2025; since the initial partnership in 2017, a cumulative total of over 110,000 trees have been planted	• Collaborated on carbon offset projects to purchase carbon credits, achieving a cumulative reduction of 7,500 tCO₂e to support global climate transition • Ongoing tree-planting initiatives are projected to generate 22,500 tons of carbon sequestration benefits over the years
				Consumers / Customers	+ Providing consumers and customers with low-carbon and energy-efficient products	Research, develop, and provide energy-efficient products	• 82.8% of power supplies meet or exceed 80+ Gold certification standards • 79.6% of servers are equipped with power supplies rated at 80 PLUS Gold or higher	Sales of power supplies and servers meeting or exceeding 80 PLUS Gold certification accounted for 23.2% of revenue



1.3.4 Management and Implementation of Material Topics

Corporate Governance

Material topic	Policy Commitments	Management Actions	Tracking Mechanisms	Stakeholder Engagement and Effectiveness
Corporate Governance	Establishment of regulations such as the "Code of Business Conduct," "CSR Best Practice Principles," "Employee Code of Ethical Conduct," "BOD Meeting Rules," and "Corporate Governance Best Practice Principles"	- Convene regular meetings of the Board of Directors and various functional committees and disclose implementation status - Regular continuing education and performance evaluations for Board members in accordance with the law - Participate in the Corporate Governance Evaluation and promote improvements based on evaluation outcomes	- Disclose the status of Corporate Governance implementation in the annual report - Participate in Corporate Governance Evaluation annually	- Regularly disclose the latest Corporate Governance developments in annual reports, on the company website, and in sustainability reports - Institutional investor conferences are convened at different times to strengthen investor communication, emphasize how corporate governance contributes to the Company's value over the long term, and stabilize investor confidence
Code of Ethics and Conduct	- Establish an internal control system and formulate the "Code of Ethical Conduct" to ensure compliance with regulations, fair competition, anti-corruption, intellectual property protection, and management of conflicts of interest - Implement management practices in accordance with the Responsible Business Alliance (RBA)	- Implement an annual audit plan - Code of Ethical Conduct listed as one of the signed documents that new employees must submit - Plan relevant training programs	- Regularly review and update the Code of Conduct. Ensure timely crisis management and appropriate resolution. - Conduct regular internal audits to investigate any violations of ethical integrity or major laws and regulations	- Provide communication and complaint channels for stakeholders - Report internal control and audit-related information to government agencies as required
Supply Chain Environmental and Social Impact Management	The "GIGABYTE Sustainable Procurement Guidelines" referenced the RBA Code of Conduct issued by the Responsible Business Alliance as the guiding principle. We define defining the 4 main management aspects and 4 zero-tolerance rules. Supplier risks and performance are evaluated periodically.	- Implement a supplier tiering management system to optimize sustainability assessments, which serve as a reference for procurement decisions - Regularly monitor supplier risks and develop response strategies - Organize supplier conferences to encourage suppliers to join the "Reduction, Sharing, Love the Earth" Alliance - Conduct regular surveys on suppliers' use of conflict minerals to reduce negative social impacts in the supply chain	- Conducting supplier audits on an ad hoc basis - Regularly track supplier participation in assessments and the reduction performance of the "Reduction, Sharing, Love the Earth" Alliance	- Establish diverse communication channels with suppliers and conduct supply chain audits and evaluations - Supplier management tasks are carried out by relevant personnel from the Sustainable Development Office, business groups, and subsidiaries
Innovation Management	The "GIGABYTE Group Patent Reward Regulations" were established to strengthen our industry leadership and protect key technologies by combining business targets with R&D resources and formulating an intellectual property strategy. Leverage the strategy to create value, enhance our competitive advantage and boost profits.	- Implement patent incentives annually in accordance with relevant regulations - Allocate at least 3% of annual revenue to R&D expenses to ensure mastery of future key technologies	- The Legal Affairs and Intellectual Property Division oversees all patent applications and maintenance activities within the Group - Optimize internal management processes to drive technological innovation	- Reward employees who obtain patents annually in accordance with the regulations - Disclose R&D expenses for the most recent two fiscal years and as of the date of publication in the annual report on a regular basis
Information Security and Privacy Protection	Formulated the "Information Security Policy," "Privacy Protection Policy," and "Personal Data Protection and Management Regulations," and comply with international information security standards as well as domestic and international regulations; review and revise relevant management regulations annually.	- Conduct training sessions on an ad hoc basis - Convene regular information security meetings and report implementation status to the Board of Directors	Conduct vulnerability scans, penetration tests, information asset identification and risk assessments, and social engineering drills on an ad hoc basis	- Issue over 150 security awareness emails annually - Organized 5 training sessions with a total of 9,125 participants
Customer Relationship Management	Formulated the "Customer Complaints Procedure" and "Customer Problems Procedure" to actively deal with customer problems and protect their rights.	- Established a dedicated unit to handle service quality and customer complaints - Host meetings to review and improve service and operational quality	Conduct regular customer satisfaction surveys	- Establish an online customer service system and platform Provide diverse channels for feedback - Establish physical service centers to provide after-sales service

I Environmental Sustainability

Material topic	Policy Commitments	Management Actions	Tracking Mechanisms	Stakeholder Engagement and Effectiveness
Climate Strategy and Risk Management	- The "CSR Best Practice Principles" clearly stipulates that senior management is responsible for environmental issues arising from operational activities - Mitigate the impact of climate change on operations and promote climate-related mitigation and adaptation measures - Implement the "333 Reduction Plan" and set annual and long-term reduction targets	- GIGABYTE's Green Sustainable Development Committee is responsible for climate risk management and holds regular cross-departmental meetings - Implement the "Sustainability Fund" and "Reduction Reward Program" to encourage internal energy-saving proposals - Promote green logistics information, obtain green logistics certification, and reduce Scope 3 emissions - Partner with the Plant-for-the-Planet Foundation to retire 2,500 metric tons of VER carbon cancels annually from 2023 to 2027	- Update climate risk scenario analyses annually based on the latest actual data, operational status, and market forecasts - Global logistics and warehousing services planned by the Global Operations and Risk Management Center - Participate in the CDP survey annually to assess our governance performance and ensure our strategies align with international trends	- Respond to CDP questionnaires on climate change, water security, and supply chain engagement - The release of TCFD report, and disclosure of management outcomes through the Sustainability Report and corporate website
Product Stewardship Responsibility	Establish the "Guidelines for the Management of Harmful Chemical Substances and Sustainable Materials Requirements," requiring the reduction of environmentally harmful substances in products and services, and encouraging the use of sustainable raw materials	- Implement the IECQ QC 080000 Hazardous Substance Management System - Regularly review regulations and update the "Guidelines for the Control of Hazardous Substances and Sustainable Materials"	- Report quarterly to the GIGABYTE Green Sustainable Development Committee on trends in international product environmental regulations and implementing cross-departmental response plans - Conduct annual life cycle impact assessments for newly launched flagship products	- A total of 118 staff members completed 236 hours of training - Passed the annual external audit for IECQ QC 080000
Transparent Disclosure and Green Consumption	Published the "Product Environmental Report," disclosing the life cycle assessments of four major product lines	Set up a dedicated section on the official website to publish the Product Environmental Report, while the annual Sustainability Report regularly discloses management measures and performance regarding environmental aspects	- Conduct annual life cycle impact analyses for newly launched main products - Regularly collect, maintain, and disclose sustainability information	- A total of 117 Product Environmental Reports has been published - Disclose environmental management measures and performance on the official website and in reports
Resource Circulation and Circular Economy	Established the "Sustainable Procurement Guidelines" and incorporated the "Sustainable Raw Materials Policy" into the guidelines; simultaneously, established the subsidiary Bestyield International to develop a circular economy business model	- Launch a Group-wide product packaging reduction plan, set phased reduction targets and strategies - Promote sustainable raw material management - Subsidiary Bestyield International provides product circularity services	- Conduct an annual packaging survey to review annual target achievement rates and progress on packaging regulations - Conduct sustainable raw material inventory audits to review annual target achievement rates - Regularly track and compile statistics on the results of repair services	- Provide consumer product repair channels; annual product recovery rate reaches 97%, reducing 1,139.95 metric tons of electronic waste - Participates in sustainability events and organizes repair service events and student visits to promote circular services and related concepts



I People/Human Rights

Material topic	Policy Commitments	Management Actions	Tracking Mechanisms	Stakeholder Engagement and Effectiveness
Human Rights Protection	The "Human Rights Policy" and "Sustainable Procurement Guidelines" clearly stipulate that the company and its value chain must adhere to and implement human rights protections	• Provide mechanisms for reporting and redressing human rights violations • Conduct relevant training sessions on an ad hoc basis • Ensure alignment of policies with external regulations	• Conduct human rights risk assessments • Regularly investigate suppliers' use of conflict minerals to mitigate negative social impacts in the supply chain	• Hold regular labor-management meetings • 7 complaints were received; for details on handling and improvements, please refer to Section 5.1. Human Rights Protection • Organized gender equality training sessions, with a total of 1,329 participants completing the training
Talent Recruitment and Retention	The Articles of Incorporation stipulate that if the company generates a profit in a given year, 3–10% shall be allocated to share the economic benefits with employees	• Salary adjustments are based on the annual consumer price index, adjustments to public service pay scale, industry salary adjustments and performance evaluations • Establish a comprehensive benefits system, including an Employee Welfare Committee, which regularly reviews and updates benefit policies and promotional activities	• Conduct employee satisfaction surveys • Monitor changes in employee turnover rates • Staffing requirements are devised by employer units and recruiting requirements proposed based on their business operations • Enhance and update benefit policies and promotional activities as needed	• Post job openings on public recruitment websites and maintain a dedicated job listings section on the intranet • Establish an Employee Benefits Committee, with employee representatives holding regular meetings to manage benefits • Employee satisfaction survey for Taiwan locations: Overall satisfaction score of 4.55 (on a 6-point scale)
Talent Cultivation and Development	Establish a dual-track cultivation system for managerial and professional roles, combined with a twice-yearly performance review system, to support employee career development	• Plan competency-based training courses and providing diverse learning channels to encourage self-directed learning and development • Conduct regular performance evaluations to enhance employees' professional capabilities and skills, thereby achieving the company's operational goals	Regularly review corporate development strategies and employee needs to provide corresponding training resources	Periodic performance evaluations and promotions
Occupational Health and Safety	• Establish comprehensive environmental, health, and safety management measures to create a healthy and supportive workplace • Implement the ISO 45001 Occupational Health and Safety Management System and ensure its effective operation through full staff participation and internal and external audits	• Formulate an "Occupational Health and Safety Management Plan" • Implement an employee health classification management system, health management incentives, and maternity protection measures • Implement an Employee Assistance Program (EAP) • Obtaining Sports Workplace certification and launching of family-friendly plans	• The Occupational Safety and Health Committee regularly reviews Occupational Safety and Health Policy and matters • Periodic renewal of ISO 45001 OHS management system certification	Convening OHS Committee meetings on a regular basis

1.3.5 Material Topic Performance Indicators and Management Objectives

Corporate Governance

Material topic	2025 Management Objectives	Progress	2025 Implementation Status	Mid-to-Long-Term Goals
Corporate Governance	Strengthen the organizational functions of functional committees	Achieved	The Audit Committee was reorganized into the "Audit and Risk Management Committee," and a new "Corporate Governance and Sustainability Committee" was established	Continuously improve Corporate Governance, amend existing Corporate Governance regulations in accordance with laws and regulations, and optimize oversight mechanisms
Code of Ethics and Conduct	Zero incidents of corruption and commercial fraud	Achieved	No incidents of corruption or commercial fraud	- Zero tolerance for corruption and commercial fraud to ensure fair competition and integrity in transactions - Require all new employees to sign the "Employee Code of Ethics" - Provide annual integrity training to existing employees to enhance professional ethics and corporate culture
	Require 100% of new hires to sign the "Employee Code of Ethics"		100% signing rate for new employees	
	Regularly provide ethical management training		Conducted 81 corporate integrity and anti-corruption training sessions, totaling 456 training hours	
Supply Chain Environmental and Social Impact Management	75% of key suppliers were rated at or above the "Compliant" level, and a risk assessment mechanism was implemented	Achievement Rate 96%	The proportion of key suppliers rated above the "Compliant" level reached 71%. For detailed classification management and risk assessment mechanisms, please refer to 4.2.2 Supplier Tier Management	- Supplier tier and evaluation results used to determine preferred suppliers when ordering to reduce procurement risk - Progressively expand supplier risk management aspects and formulate response mechanisms - Increase the participation rate of the top 100 suppliers in the Supplier Conference and the "Reduction, Sharing, Love the Earth" Alliance - Periodic follow-up of "Reduction, Sharing, Love the Earth Alliance" members' reduction performance and encourage them to meet reduction targets - Investigate status of conflict minerals usage at tier-1 suppliers every year. Long-term target is non-use of conflict minerals
	Achieve a response rate of over 90% for the supplier conflict minerals questionnaire and require suppliers with smelters of concern to make improvements within a specified timeframe	Achievement Rate 96%	Due diligence on suppliers' use of conflict minerals; overall response rate for CMRT and EMRT reached 86%; see Section 4.3.2 for details on corrective actions Conflict Minerals Management	
	Hosted one supplier conference with 50 participating suppliers to share sustainability trends and response strategies	Achieved	- Hosted 1 supplier conference focused on "Supply Chain Carbon Management" to share net-zero trends and management actions; 89 suppliers participated, with a participation rate of 25% among the top 100 suppliers - Group's CSR course "Sustainability Risk Management Trends and TNFD" expanded invitations to suppliers, with a total of 31 suppliers and 53 supplier partners participating	
	Tracked the reduction efforts of "Reduction, Sharing, Love the Earth" alliance members and assisted at least 25% of suppliers in setting reduction targets	Achieved	To date, a cumulative total of 174 suppliers has joined the alliance, 77% of whom have set carbon reduction targets	
Innovation Management	Consistently secured over 100 patents and awards	Achieved	116 patents granted, bringing the cumulative total to 3,195 - Products have won 18 prestigious awards, including the Red Dot Design Award and the Taiwan Excellence Award	- Increase the ratio of annual patents to awards - Acquiring patents related to green products
Information Security and Privacy Protection	Conducted information security training	Achieved	Conducted 5 training sessions for employees at Group locations in Taiwan and suppliers, with an average completion rate of 84.7%	- Continuously enhancing cybersecurity awareness among employees and the supply chain - Strengthened internal information security management and maintained ISO/IEC 27001:2022 and CNS 27001:2023 Information Security Management System certifications
	Conducted annual social engineering drills		Conducted 4 times annually, with 14,799 participants	
	No violations or incidents related to information security or personal data protection		No violations or related incidents occurred throughout the year	
Customer Relationship Management	Customer satisfaction: 95% rated three stars or higher	Achieved	Customer satisfaction of 100% or higher (3 stars or above)	Continue to keep over 95% of customer satisfaction over three stars
	100% resolution of customer rights disputes		Tracked 8 customer complaint cases and successfully resolved them	100% resolution rate for customer disputes



I Environmental Sustainability

Material topic	2025 Management Objectives	Progress	2025 Implementation Status	Mid-to-Long-Term Goals
Climate Strategy and Risk Management	Scope 1 and 2 carbon emissions reduced by 4.2% in absolute terms	Not Achieved	Due to operational scale growth, carbon emissions increased by 3.19% compared to the previous year. GIGABYTE continues to optimize energy and resource efficiency; when examining carbon intensity per million in revenue, it decreased by 18.80% compared to the previous year. For improvement measures, please refer to 3.2.5 GHG Management	- Continue to participate in CDP, refine and drive the implementation of management actions, and maintain a rating of "Management" or higher in the climate change assessment - Continuously track the latest updates from SBTi, TCFD, and other initiatives to ensure that climate change response and carbon reduction plans align with international goals
	Scope 3: Achieve an absolute reduction of 3.5% in carbon emissions from purchased materials and sold end products, and a 3.5% reduction in carbon emissions per million in revenue	Not achieved	Due to rapid growth in server demand, carbon emissions from purchased components and sold end-products increased by 30.3%; carbon emissions per million in revenue also increased by 2.5% compared to the previous year. For improvement measures, please refer to 3.2.5 GHG Management	
	Maintain a CDP Climate Change Rating above the "Management" level	Achieved	CDP Climate Change Rating: B (Management) CDP Water Security Rating: B (Management) CDP Supplier Engagement Rating: A (Leadership)	
	Published a TCFD report and conducted analysis using at least three climate scenarios	Achieved	Published an independent TCFD report on the official website, incorporating three climate scenario analyses Strengthen climate strategy and risk management	
Product Stewardship Responsibility	Revise the HCSR in accordance with the latest chemical and substance regulations	Achieved	Revised and published HCSR Version 5.0	Ensured HCSR compliance with the latest chemical and substance regulations
	Due diligence spot checks: 0 cases of hazardous substances exceeding limits		798 components/products were tested through due diligence spot checks, with 0 instances of hazardous substance exceedances	Maintained zero incidents of hazardous substance exceedances in due diligence spot checks of products
Transparent Disclosure and Green Consumption	Published 100% "Product Environmental Reports" for 4 major product lines	Achieved	Published Product Environmental Reports for four major product lines ^{Note} , with 117 reports in the series made publicly available on the official website	Maintain the publication of Product Environmental Reports for 4 major product lines, available for review by stakeholders
Resource Circulation and Circular Economy	Implement tracking of total packaging material weight and recyclability rates, maintaining a packaging material recyclability rate of 90% or higher	Achievement Rate 98%	Recyclability rate of packaging materials: 88.16 %. For detailed improvement measures, please refer to 3.4.4 Product Packaging Management	Eliminate the use of single-use packaging materials starting in 2030
	Promote the recycling of 900 metric tons of electronic waste	Achieved	Promote the recycling of 1,274.06 metric tons of electronic waste	Promote the recycling of 1,200 metric tons of e-waste by 2030

Note: It doesn't include outsourced products

I People/Human Rights

Material topic	2025 Management Objectives	Progress	2025 Implementation Status	Mid-to-Long-Term Goals
Human Rights Protection	Formulate a "Human Rights Policy" to serve as the guiding principle for the company's human rights management	Achieved	Issued the Human Rights Policy and published it on the official website	- Continuously provide gender equality education and training to enhance employees' gender awareness and foster a workplace culture that respects diversity - Plan and implement human rights due diligence procedures
	Conduct training sessions on gender equality	Achieved	A total of 1,329 participants throughout the year	
Talent Recruitment and Retention	Host expanded recruitment events	Achieved	Held a total of 17 recruitment seminars domestically and internationally; participated in 12 campus career fairs	- Recruit suitable talent based on organization and operational needs - Continue to provide development resources and opportunities for diversified talent - Planning diverse and long-term talent retention measures, and fostering an environment for long-term development - Enhance benefits policy and promotional events
	Increase the proportion of female mid-to-senior level managers to 20%	Achieved	24.30% representation of women in mid-to-senior management	
	Voluntary turnover rate not exceeding 15%	Not Achieved	The voluntary turnover rate for employees in Taiwan is 10.10%; the voluntary turnover rate for employees in Mainland China is 42.70%. For details, please refer to 5.2.3 Talent Recruitment and Retention	
	Conduct employee satisfaction surveys	Achieved	Conducted the first employee satisfaction survey; satisfaction score was 4.55 (out of 6)	
Talent Cultivation and Development	Organize diverse training activities; target 10 hours of training per employee	Achieved	- Average training hours per employee: 22.40 hours - A total of 30,404 training sessions and courses were held, accumulating 141,279 training hours, with 68,182 participants	- Annual examination of the Company's development strategy and employee requirements so that the corresponding education and training resources can be provided - Conduct regular performance evaluations to help achieve the company's operational and development goals, while also enabling employees to enhance their professional capabilities and develop their skills
	Mid-term and end-of-term performance evaluations are implemented, with an overall evaluation rate of 100%		The Group's overall evaluation rate is 100%	
Occupational Health and Safety	Zero serious and fatal workplace accidents; zero cases of occupational diseases	Achieved	- No serious or fatal occupational accidents occurred - No occupational disease incidents	- Reduce occupational accidents and promote Occupational Health and Safety - Eliminate workplace hazards to achieve zero accidents - Reduce the number of employees with abnormal health classification results by at least 10%
	Ensure zero fire incidents	Achieved	Zero fire incidents	
	Conduct regular health exams, with 100% compliance with regulatory standards; conduct a health service satisfaction survey at the Headquarters	Achieved	100% compliance with regulatory standards for health examinations at the Headquarters and three plants - Satisfaction with health services and health promotion at the Headquarters reached 92.51%	
	Implement the EAP (Employee Assistance Program), with a satisfaction score of 4 or higher (out of 5)	Achieved	EAP services reached 8,236 participants, with a satisfaction rating of 4.68 for counseling services	

1.4 Stakeholder Engagement

GIGABYTE not only considers factors such as company operations and the market environment but also places great importance on stakeholder opinions and feedback. Therefore, we actively address issues of concern to our stakeholders, hoping to co-create sustainable value with them. Referencing the AA1000 SES stakeholder engagement standards, and following internal discussions within the Sustainable Development Office, we have identified seven key stakeholder groups: employees, investors, customers, suppliers, communities/non-profit organizations/schools, government, and the media. Based on the characteristics of each stakeholder group, we plan appropriate communication methods and channels. We also monitor domestic and international trends in sustainability issues and provide relevant information in a timely manner to ensure corporate transparency and meet the expectations of stakeholders affected by our operations.

Category	Objective of Engagement	Concerned Material Issues	Communication Channels and Frequency		2025 Engagement Performance
 Employees	Prioritizing employee communication and career development, and providing comprehensive and diverse work-life balance measures that promote inclusion	Occupational Health and Safety Human Rights Protection	Regular	- Occupational Safety and Health Committee - Labor-Management Meetings - Employee Satisfaction Survey	- Labor-Management Meetings and Occupational Safety and Health Committee Meetings Held Regularly in Accordance with the Law - EAP services reached 8,236 participants, with a satisfaction rating of 4.68 (out of 5) for counseling services - HR employee satisfaction: 4.55 (out of 6) - Total training hours: 141,279
			Ad hoc	- Departmental work meetings - Education and Training/Practical Drills - Employee Assistance Program (EAP) - Various events/seminars - Internal and External Website Announcements - Newsletter	
 Investors	Transparent disclosure of operational and financial status to enhance shareholder confidence in the company's management and maximize shareholder value	Customer Relationship Management Code of Ethics and Conduct	Regular	- Hold annual general meetings - Publish financial reports, annual reports, and sustainability reports - Responding to investor requests regarding domestic and international sustainability assessments	- Hold one annual general meeting - Hold two investor conferences - Completed the CDP Climate Change Assessment and Water Security Assessment at the request of investors, achieving a grade of B (Management) for both. Supplier Engagement received a grade of A (Leadership) - Participated in the S&P Global Corporate Sustainability Assessment (CSA), with a total score in 2025 improving by 8 points compared to 2024
			Ad hoc	- Investor Conferences - Publication of information on The Market Observation Post System or GIGABYTE official website - Respond to sustainability-related questionnaires requested by clients	
 Customers	Provide high-quality, innovative products to enhance customer satisfaction and help customers achieve their goals	Product Stewardship Responsibility Information Security and Privacy Protection Resource Circulation and Circular Economy	Regular	- Customer Satisfaction Surveys - Annual Response to CDP Questionnaire	100% customer satisfaction rate at service centers - In response to customer requests, we completed the CDP Climate Change Assessment and Water Security Assessment, both of which received a grade of B (Management). Supplier Engagement received a grade of A (Leadership)
			Ad hoc	- Audits and requirements from customers - Customer technical conferences - Online Service Systems and Platforms	

Category	Objective of Engagement	Concerned Material Issues	Communication Channels and Frequency		2025 Engagement Performance
 Suppliers	Promoting sustainable supply chain management measures to build a resilient supply chain	Code of Ethics and Conduct Occupational Health and Safety	Regular	- Regular Supplier Audits/Sustainability Evaluation - Annual Supplier Conference - Conflict Minerals Investigation	83 suppliers participated in the sustainability assessment, accounting for 10% of total procurement 74 suppliers reported their environmental performance; among them, 20 achieved a 3% annual reduction in carbon emissions, 26 achieved a 3% annual reduction in water consumption, and 25 achieved a 3% annual reduction in waste - Hosted 1 supplier conference, with 89 suppliers and 122 participants - The response rate for supplier conflict minerals due diligence reached 86%
 Community/ Non-Profit Organizations/ Schools	Organizing and participating in charitable activities to amplify the company's sustainability impact and practice corporate social responsibility	Social involvement and digital inclusion Information Security and Privacy Protection	Ad hoc	- Organizing technology competitions or talent training programs - Co-organizing environmental and technology education events - Participation in the New Taipei City Corporate Partners Disaster Prevention Alliance - Participating in relevant organizations and forums - Invite communities and NGOs to participate in activities	- Organized a technology competition for college students, receiving 602 entries - A total of 171 science and technology education sessions were held, benefiting a cumulative total of 5,743 participants
 Government	Complying with local laws and ensuring accurate regulatory reporting across all operational sites	Corporate Governance	Regular	- Publication of financial report / annual report / sustainability reports - Participation in Corporate Governance Evaluation	- Ranked in 36-50% range in the 12th Corporate Governance Evaluation Ranked - Complete the declaration of ESG information reporting by the given deadlines
			Ad hoc	- Official correspondence - Participation in relevant industry association and government events - Disclosure of material information/sustainability-related information on the Taiwan Stock Exchange Market Observation Post System	
 Media	Provide stakeholders with accurate and timely information to strengthen the company's brand image	Brand Strategy and Reputation Management	Ad hoc	- Press Conferences - Press Releases - On-site visits - Topical reporting	37 press releases - Hosted 8 press conferences

Note: Members of the highest governance body participate in stakeholder engagements with investors, employees, suppliers, and the media, document stakeholder feedback, and follow up on it at the next meeting.